CHRAIS CERTIFIED HUMAN RESOURCE AI SPECIALIST

www.imrtc.org

consortium@imrtc.org

Bridging The Gap Between Academia and The Industry Worldwide!

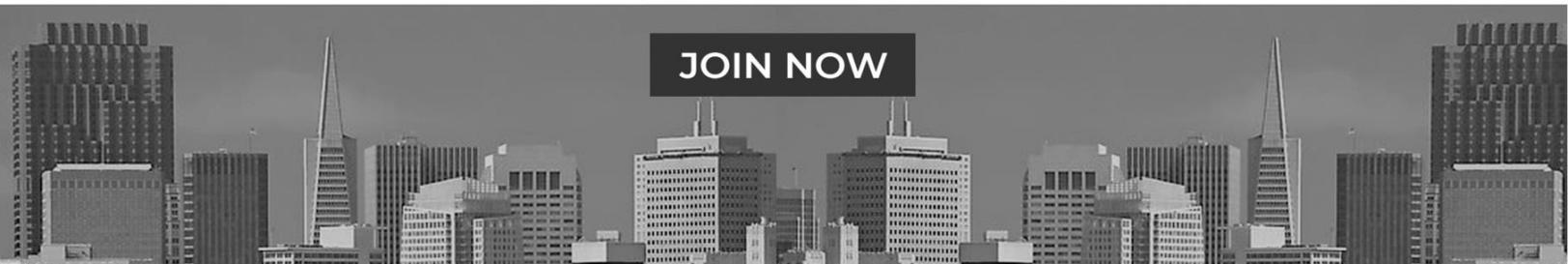**JOIN NOW**

Contents

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IMRTC

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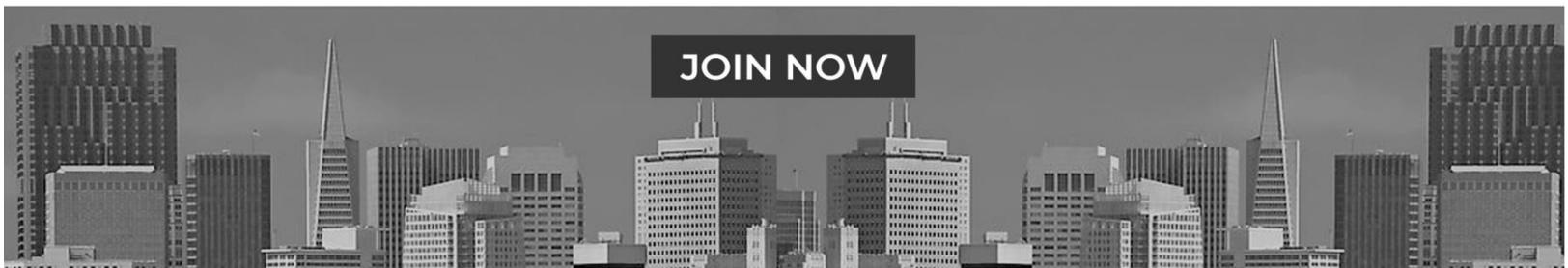
CERTIFIED HUMAN RESOURCE AI SPECIALIST

THE AUDIENCE

Anyone, who would like to be involved in HR and wants to prove their skills in the market. Senior Managers, Managers, Executives, Secretaries, & Administrators in any sector that belongs to the professional market can join this program with AI Powered technology and develop or enhance their careers in the highly required professional field of AI HR.

THE CREDENTIALS

There is a global demand for highly professional competent Human Resource officers, managers, or senior managers. But it is time to know that how to enable Artificial Intelligence in the field of HR and get the maximum benefits from it. IMRTC offers global recognized certification for individual executives and professionals who can enhance their careers in human resources with AI to devise a concrete and comprehensive curriculum that accredits the candidate globally.

IMRTC—International Management Research & Technology Consortium offers a globally recognized certification that helps professionals in their careers, increases their competency, knowledge, and skills, and recognizes the need for global requirements.

PRE-REQUISITE:

Two year Bachelor's degree (high school diploma, associate's degree or the global equivalent).

Two Years Professional experience required to earn this certification.

Grade 12 or Intermediate from any recognized board or university can join this program by having 4 years of market experience.

32 PTH – Professional Training Hours certificate is required to give the exams from any IMRTC Accredited Trainer or Partner.

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BENEFITS OF PROGRAM

The content of the program is equipped about advanced HR system and its latest techniques.

- HR & AI Fundamentals with Strategic HR is the major driver of the program.

- This certification will help you in your career.

- The job market is welcomed the international certified candidates, who know the understanding of emerging technologies and how to enable AI functionalities in their system and careers.

- The program insist you to keep learning about latest and newest methodologies, technologies and latest updates about it.
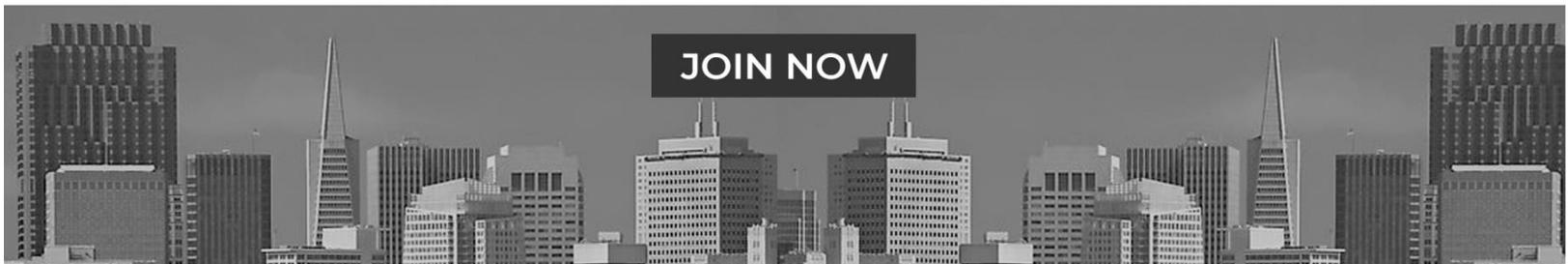
PROGRAM STRUCTURE

Total Domains	10
Lectures	Lectures can be delivered through partners and trainers
Accredited Trainers	Can Deliver the lectures
One Credit Hour	10 Learning Hours
Total Credits Required	3.2 Credit Hours
Registration Process	Register through our partners / Trainer
Assessment	Online / Paper based
Passing Criteria	70 percent
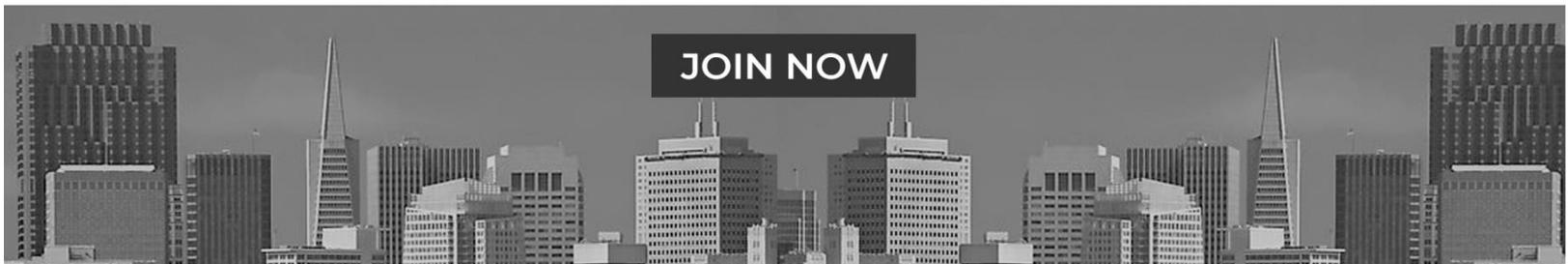
PROGRESSION OF THE PROGRAM

Total Credentials	=	3.2 Credit Hours
One Credit Hour	=	10 Learning hours
Final Assessment	=	Online or physical assessment shall be taken by IMRTC Examination Department

AWARDING OF CHRAIS CERTIFICATION

After getting 70 percent marks from the examination, the candidate will be awarded the CHRAIS Certification from IMRTC USA.

COURSE CONTENTS

Certified Human Resource AI Specialist program covers theory, process and practices of HR management by using technological skills: Basics, Strategies, Policies, Analysis, Recruitment & Selection, and Performance Management & Appraisals of HR with AI.

DOMAIN 1: FUNDAMENTALS OF HRM and AI

DOMAIN 2: HUMAN RESOURCE MANAGEMENT & JOB ANALYSIS & PORTFOLIOS WITH AI

DOMAIN 3: RECRUITMENT & SELECTION PROCESS STRATEGY THROUGH AI

DOMAIN 4: SOCIAL ORIENTATION AND DEVELOPMENT THROUGH AI TOOLS

DOMAIN 5: PERFORMANCE MANAGEMENT & APPRAISALS SYSTEM FROM AI

DOMAIN 6: MOTIVATION & REWARDS SYSTEM WITH AI

DOMAIN 7: TRAINING AND CAREER DEVELOPMENT WITH AI

DOMAIN 8: COMPENSATION MANAGEMENT ITH AI

DOMAIN 9: HRM POLICIES & PROCEDURES DEVELOPMENT THROUGH AI

DOMAIN 10: STRATEGIC HUMAN RESOURCE MANAGEMENT WITH AI
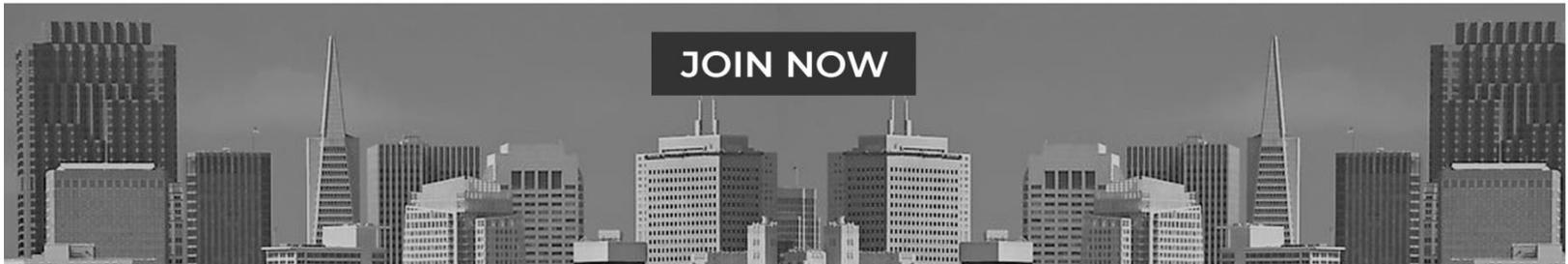
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DOMAINS AND TASKS

In this document, you will find an updated structure for the IMRTC Standard Examination Content. Based on Experience Consultants and stakeholders, we have devised and simplified the format so that the IMRTC Examination System can be easier to understand and interpret.

The domain and task are well-defined on the following pages:

Domain: Defined as the high-level knowledge area that is essential to the practice of CHRAIS

Tasks: The underlying responsibilities of the Human Resource Consultants within each domain area.

CHRAIS Course examination will include all tasks for a domain and will adhere to the percentage of coverage at the domain level as outlined in the further pages.

KNOWLEDGE AREAS

Domain 1: FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT AND AI	
Task 1	Understanding of Management
	Understanding of Management Essentials
	Knowing about the Role of HRM in the Organization
	Fundamentals of Artificial Intelligence (AI)
Task 2	Globalization
	Understanding Cultural Environments
	Impacts of Technology on HRM on the Organization
	Impacts of Technology change on the organization
	Workforce Diversity
	Why AI is now necessary to use in HR Domain
Task 3	Labor Supply
	Employees Involvement
	Continuous Improvement Programs
	Translating HRM Functions into Practice
	Does HRM really matter
	HRM in an Entrepreneurial Enterprise
	HRM in a Global Village
	HR and Corporate Ethics
	Tools to understand:
	ChatGPT / Copilot for HR query handling
	Tableau + AI Insights for HR data analytics

KNOWLEDGE AREAS

Domain 2: HUMAN RESOURCE MANAGEMENT AND JOB ANALYSIS WITH AI	
Task 1	Introduction
	Understanding and Development of Organizational framework
	Linking Organizational Strategy with HR Management
	Developing HR Policies Through AI
Task 2	Job Analysis
	Development of Job Description Through AI tools
	Advantages of Job Description
	Job Evaluation According to the requirement of Company
	Job Performance
Task 3	Use Natural Language Processing (NLP) to automate job descriptions and AI models to predict role-fit.
	Understanding AI Tools that can be used for job analysis
	Augments inclusive and optimized job descriptions by AI
	How to enable AI Automation in your HR Job Analysis System
	Resume Analysis through AI
	Segregation of Human Resource through AI
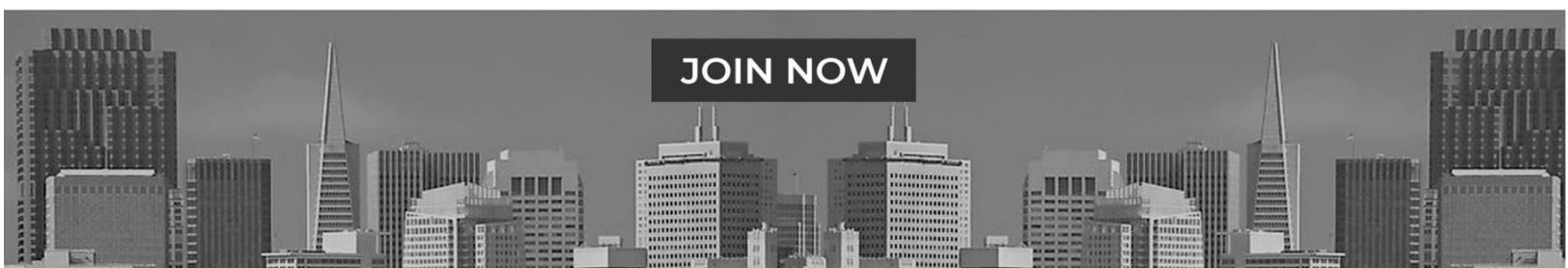
KNOWLEDGE AREAS

Domain 3: RECRUITMENT & SELECTION PROCESS STRATEGY THROUGH AI	
Task 1	Introduction of Recruitment and Selection Recruitment Goals Recruiting: A Global Perspective Recruiting Sources
Task 2	Selection Benefits of Proper Selection The Selection Process Types of Interview
Task 4	Find the recruitment source through AI Tools AI-based resume screening Bias-free candidate shortlisting AI interview assessment Video interview analysis by using AI Tools Gesture Capturing and Analysis through AI Neuroscience + AI for selection
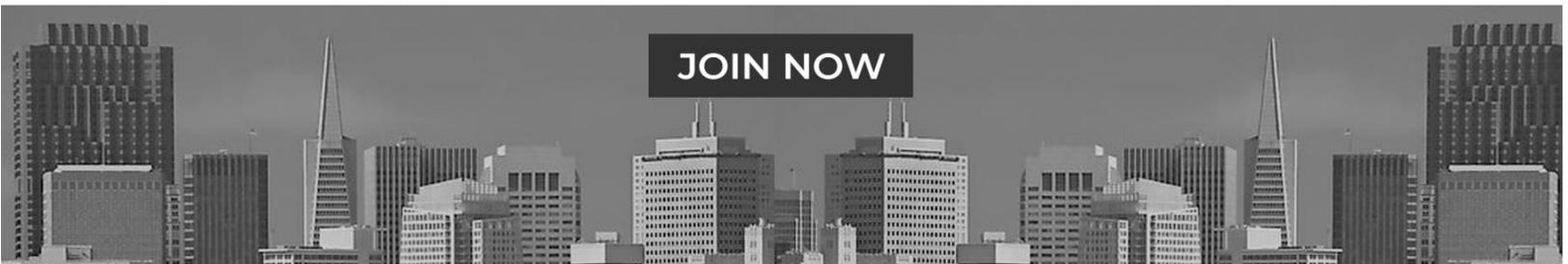
KNOWLEDGE AREAS

Domain 4: SOCIAL ORIENTATION AND DEVELOPMENT THROUGH AI TOOLS	
Task 1	Introduction to socialization The Insider-Outsider Passage The Socialization Process The Purpose of New-Employee Orientation
Task 2	Employee Training Employee Development Organizational Development Evaluating Training and Development Effectiveness International Training and Development Issues
Task 3	Adaptive learning paths in training Smart onboarding software AI-Based learning journeys AI in LMS for employee development
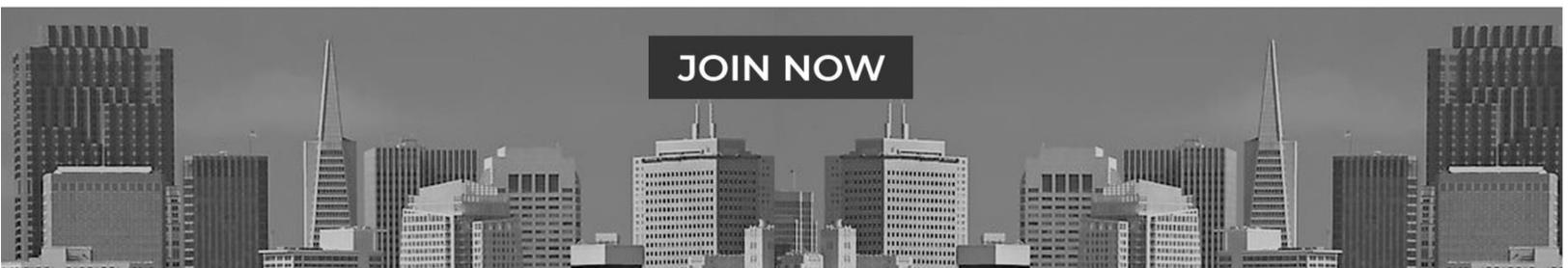
KNOWLEDGE AREAS

Domain 5: PERFORMANCE MANAGEMENT SYSTEM & APPRAISALS SYSTEM THROUGH AI	
Task 1	Introduction to PMS Performance Management System The Appraisal Process The Appraisal Method Factors that can Distort Appraisals Creating More Effective Performance Management Systems International Performance Appraisal
Task 2	Real Time PMS through AI and suggest the employee improvement plan Develop predictive performance metrics of each employee from different set KPIs Real-time feedback Unbiased detection in appraisals.
Task 3	How to develop required PMS through AI and compare with recent one Analytical reports of PMS through AI Prompt reports during the work hours, is any deviation can be found
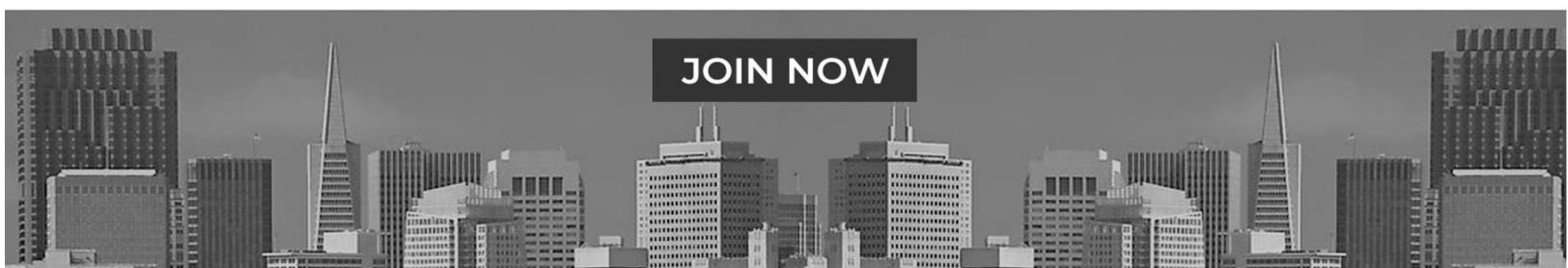
KNOWLEDGE AREAS

Domain 6: MOTIVATION & REWARD SYSTEM WITH AI	
Task 1	Introduction to Motivation
	Two types of Rewards
	Model of Motivation
	Foundations of Motivation
	Motivation of Content theories
Task 2	Hierarchy of Needs Theory
	Maslow's Hierarchy of Needs
	ERG Theory
	Two Factor Motivation Theory
	Acquired Needs Theory
	Reinforcement Perspective on Motivation
Task 3	Job Design for Motivation
	Motivational Ideas for Turbulent Times
	Empowering People to Meet Higher Needs
	Continuum of Empowerment
	Giving Meaning to Work
Task 4	Predictive analysis for burnout
	Customized rewards
	Pulse surveys with AI sentiment analysis
	AI-driven engagement surveys
	Motivation drivers via AI analytics
	Employee engagement with AI
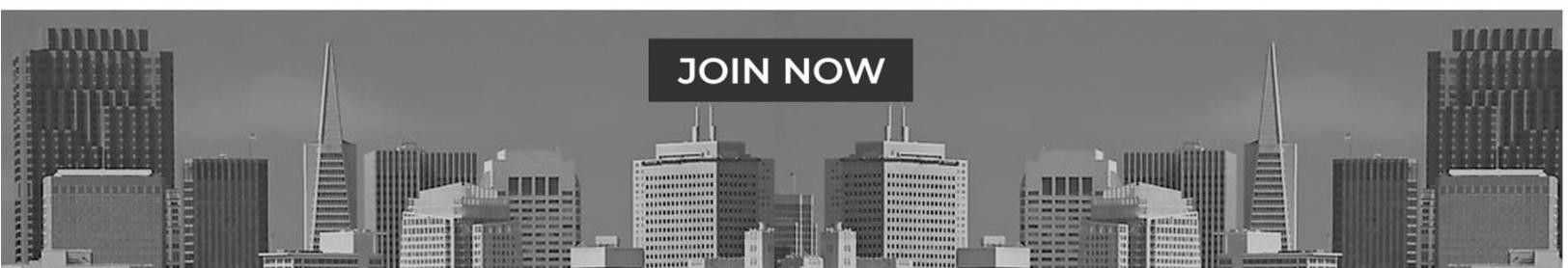
KNOWLEDGE AREAS

Domain 7: TRAINING AND CAREER DEVELOPMENT WITH AI	
Task 1	The Concept of Career
	What is Career
	Job Progressions
	Alternative Career Moves
Task 2	Promotion
	Transfer
	Relocation Service
	Outplacement Service
Task 3	HR Role in Career Development
	Mentoring Functions
	Dual Career Partnerships
	Traditional Career Stages
	Career Choices and Preferences
	CISS Orientation and Basic Scales
	Combinations of Career Interests and Skills
Task 4	Career path prediction
	Skill gap analysis
	intelligent mentoring platforms
	Personalized skill growth
	AI for up skilling recommendations
	Internal talent marketplace
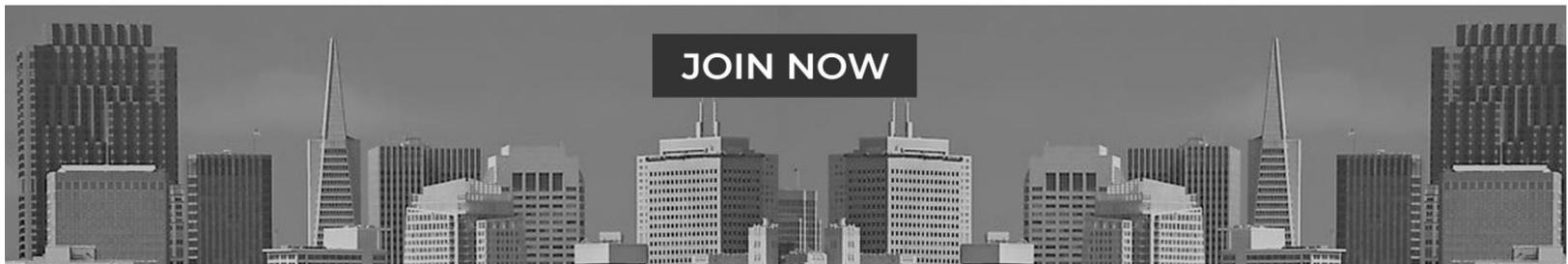
KNOWLEDGE AREAS

Domain 8: MANAGING COMPENSATION WITH AI	
Task 1	Total Compensation The Reward Management Process 9 Elements of a Compensation Plan Pay Systems and the Legal Environment
Task 2	Predict Attrition Based On Pay Dissatisfaction AI to detect compensation gaps Sentiment Analysis AI Pay Analytics

KNOWLEDGE AREAS

Domain 9: HRM POLICIES & PROCEDURE DEVELOPMENT THROUGH AI	
Task 1	How to develop HR Policies
	What are key areas to be considered in order to develop any policy
	Elements of HR Policies Development
	How AI can help in above development

Domain 10: STRATEGIC HUMAN RESOURCE MANAGEMENT WITH AI	
Task 1	AI-Driven Workforce Planning & Talent Analytics
	Intelligent Talent Acquisition & Employer Branding
	AI-Enabled Performance Management & Employee Development
	Ethical AI, Governance & Future of Work in HR
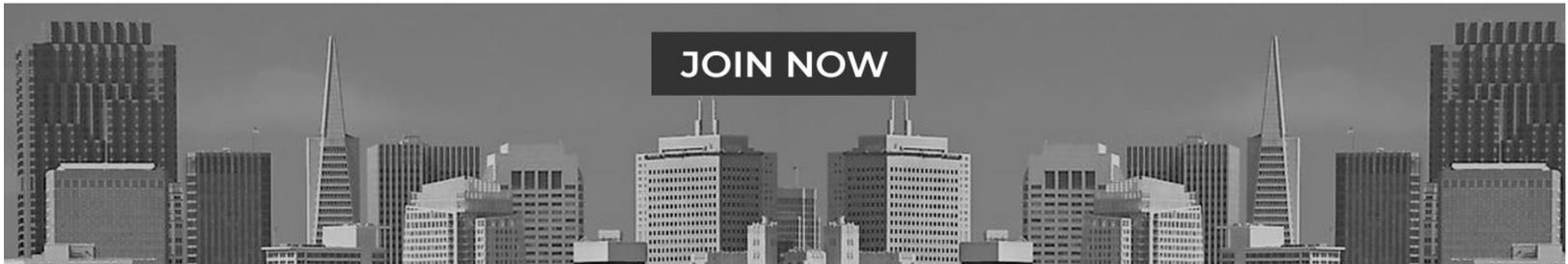
ASSESSMENT OF PROGRAM (ONLINE/PHYSICAL)

- The exam paper will be online/physical as per the choice of the candidate, but it is preferable to give the exam online.
- The exam paper will cover the above topics domain-wise.
- The Passing marks will be 70%.
- Internal Marks can be adjusted in the final marks through accredited trainers by obtaining prior permission from our Examination Department of IMRTC.
- Those candidates who are able to give online tests due to online facility. So they are allowed paper-based examinations. Otherwise, the partner must arrange the center for the online exam as per the guidelines of the Examination Department
- Assessment will be done according to the domains and tasks mentioned above through our online methodology

EVALUATION AND GRADING

- The student will be examined through exams conducted by IMRTC LLC USA. Total marks for passing the CERTIFICATION/DIPLOMA will be 70 out of 100.
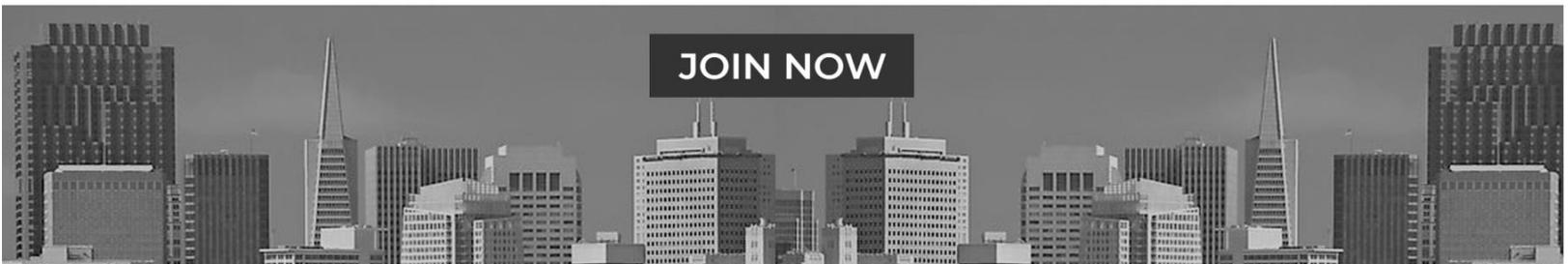
CHRAIS ELIGIBILITY REQUIREMENTS

To be eligible for the Certified Human Resource AI Specialist for any level, the candidates must have a 12th-grade pass or equivalent by having Two-year market experience. The candidate should have to submit the credentials

Educational Background	Certification / Diploma
12 Grade Passed or Equivalent	Must be earned from any partner institute about 3 Credit hours course training

REGISTRATION AND PAYMENT PROCESS

We encourage that registration of the program is to be completed through our registered partners/trainers, and if the partners are not available in your region city or country, then you can directly apply through [professional membership](#) and submit the fee in our bank account directly.

The Bank Details are given below:

- IMRTC, LLC
- LiLi Bank
- Sunrise Banks, N.A
- Member FDIC

Account Details

- Account Number: 692101479081
- Routing Number for ACH: 091017138
- Routing number for Wire Transfer: 121145307
- Swift number for International Wire Transfer: CLNOUS66

Once you have paid the amount in the above mentioned bank, so please share the detail with your professional Member ID and attached the slip at email registration@imrtc.org. Once the transaction has been verified, so you will get the receipt and your case will be forwarded to examination department for further actions. On the other hand, if you have further issue, so you may please contact to cell number or email at consortium@imrtc.org.

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IMRTC EXAMINATION SYSTEM

CERTIFIED HUMAN RESOURCE AI SPECIALIST

PARTNER/ INSTITUTE / TRAINER EXAMINATION SYSTEM

The concerned partner/institute/trainer will take exams through paper based or online and submit to the International Management Research and Technology Consortium - USA Examination Department.

IMRTC ONLINE EXAMINATION SYSTEM

IMRTC will provide access to all trainers/partners to schedule the exams of the particular courses of any individual candidates. Therefore, according to the availability, the partner institutes will schedule the exam of individual candidates' subjects or courses/certifications.

IMRTC PAPER BASED EXAMINATION SYSTEM

IMRTC offer the paper based physical attempt exam to registered institutes / partners / trainers. In this case, the registered partners/institutes/ trainers may schedule the exam on their provided portal and schedule the exam, The IMRTC examination department will send the paper to your registered invigilators as per schedule.

FEES STRUCTURE

CERTIFIED HUMAN RESOURCE AI SPECIALIST

| S. No	Description	Fees
1.	Membership Fee	USD 30
2.	Examination Fee For Members	USD 350
3.	Examination Fee For Non Members	USD 525

PROCESS OF CERTIFICATION

To get the certification, 32-Professional training hours as PTH is mandatory from any concerned professional trainer or Partner, and participants should have to submit their training PTH with the Examination Application Form with the attachments of required qualifications and other experience certificates/letters. The Paper is based on 80 Questions with MCQs and 70% passing marks is required to pass the exam. Further, if the Project is also included in your exam, marks will be distributed according to course & certification.

TERMS & CONDITIONS RELATED TO EXAMINATION AND CERTIFICATION

- The 32 training hours as PTH are valid for up to one year.
- If the candidate fails the examination then S/he has one more chance to attempt the paper within a year for the same examination fees. If the candidate cannot pass in 2nd attempt, then S/he has to pay the examination fee and re-appear in the examination through concerned partners.
- If the candidate has not passed the examination within one year and after sometime S/he would like to appear in the examination then the candidate must resubmit 32 training hours as PTH is again required to appear in the examination.
- The examination system is online and the candidate can book the exam anytime according to his or her availability through the concerned partner.
- Those countries, that do not have the facility of online examination facility then they can take the paper-based examination, which can be sent to authorized partners/ trainers/examiners.
- The assessment time will be a month and the results will be sent to concerned partners.
- The candidate will get the certificate within one month and the administration will send it to the concerned partners.
- To maintain the worth and eligibility in the market the candidate must renew their membership on a yearly basis and submit their 60 PTH as continue professional education
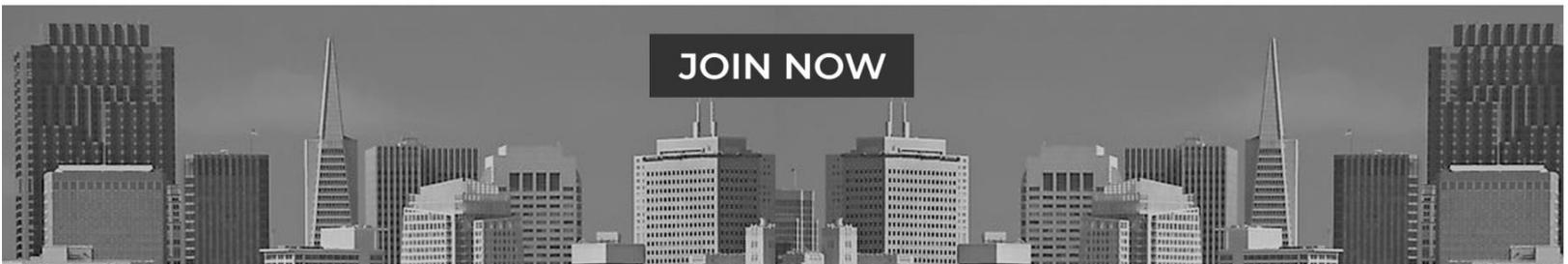
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EXAM CONTENT PERCENTAGE

The table below prescribes the proportions of examination questions from each section or Knowledge Areas defined above. The exam will be based on multiple choice questions, fill in the blanks and letter writing.

CONTENT	DOMAIN WISE PERCENTAGE
DOMAIN I	10%
DOMAIN II	10%
DOMAIN III	10%
DOMAIN IV	10%
DOMAIN V	10%
DOMAIN VI	10%
DOMAIN VII	10%
DOMAIN VIII	10%
DOMAIN XI	10%
DOMAIN X	10%

CONTACT DETAILS

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